Manage Wartime Personnel Organizations and Operations

AG

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Terminal Learning Objective

ACTION: Manage wartime personnel organizations and operations.

CONDITION: Given a requirement to manage wartime personnel organizations and operations and access to FM 12-6.

STANDARD: Manage wartime personnel organizations and operations to include define wartime personnel support (PS) functions; define basic military symbology; and define personnel service elements and organization on the linear battlefield IAW FM 12-6 and FM 101-5-1.

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Critical AG Wartime Functions

- Personnel Readiness Management (PRM)
- Personnel Accounting and Strength Reporting (PASR)
- Casualty Operations Management
- Replacement Management
- Personnel Information Management (PIM)

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Critical AG Wartime Functions

(cont)

- ➤ **Postal Operations Management**

- ➤ **Morale, Welfare, Recreation, and Community Support (MWR)**

- ➤ **Essential Personnel Services**

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PRM Mission

- ➢ **To maximize wartime readiness through the distribution of soldiers to subordinate commands.**

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PRM Responsibilities

- Collect and correlate critical personnel data

- Analyze personnel strength data

- Determine current combat capabilities

- Project future requirements

- Allocate soldiers

- Reconcile data

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PASR Mission

- Account for soldiers and Army civilians

- Report strength-related information (duty status, unit, specialty code) on a by-name basis

- Update command databases at all levels

AG

Basic PASR Strength Reports

- ➤ **Battle Roster (BR)**

- ➤ **Personnel Summary (PS)**

- ➤ **Personnel Requirements Report (PRR)**

- ➤ **Personnel Status Report**

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PASR Reporting

- A major component of the battlefield decision-making process

- Accounts for soldiers and reports changes in status

- C2SRS drives the system

- Updates the command database on a real time basis

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Casualty Operations Mission

- Record, report, verify, and process casualty information

- Notify appropriate individuals

- Provide casualty assistance to the next of kin

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Replacement Management

- **Provides commanders with MOS trained and equipped replacements**

- **Provides the required individuals, squads, crews, teams, or companies**

- **Coordinates support and delivery of military and civilian replacements**

AG

Replacement Mission

➢ **MISSION: To move personnel from a point of origin to a destination and coordinate individual training as appropriate.**

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Replacement Activities

➢ **Physical reception**

➢ **Personnel accounting (PASR)**

➢ **Administrative processing**

➢ **Transportation**

➢ **Logistical support**

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PIM Mission

> **To collect, validate, process, and electronically store critical information about soldiers, Army civilians, and units for consolidation into command databases.**

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Uses of PIM Information

- ➢ **As a tool in the decision-making process**

- ➢ **To assist in decisions on policy and personnel management**

- ➢ **As a legal, historical record of all personnel who deploy**

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Postal Operations Management

➤ **MISSION: To provide a mail processing network and postal services within a theater of operations.**

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Postal Processing Functions

➤ **Process ordinary and accountable mail.**

➤ **Conduct international mail exchange**

➤ **Handle casualty, EPW, and contaminated mail**

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Postal Services Functions

- Sell stamps
- Cash and sell money orders
- Provide registered, insured, and certified services
- Process postal claims and inquiries

AG

MWR Mission

➢ **To help improve unit readiness by promoting fitness, building morale and cohesion, and enhancing the quality of life for soldiers, civilians, and their families**

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MWR Activities

- American Red Cross
- Family support programs
- Exchange operations

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Essential Personnel Services

- Awards and Decorations
- NCO Evaluations
- Officer Evaluations
- Enlisted Promotions and Reductions
- Officer Promotions
- Transfers and Discharges
- Identification Documents

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Essential Personnel Services

(cont)

➢ **Leaves and Passes**

➢ **Line of Duty (LOD) Investigations**

➢ **Officer Procurement**

➢ **Retention**

➢ **Recruiting**

➢ **Reclassification**

AG

Civilian Personnel Support Mission

➤ **To ensure all civilians are accounted for and receive personnel services.**

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One-Color Symbols

- ➤ **Friendly forces: outline with single line.**

- ➤ **Enemy forces: outline with double line.**

- ➤ **Enemy equipment, ground environment, & activities: mark "EN"**

AG

Multi-Color Symbols

- BLUE or BLACK: Friendly units, posts, installations, equipment, activities, and ground environment symbols not covered by other colors.

- RED: Enemy units, posts, installations, equipment, activities, and friendly fire support ground environment symbols not covered by other colors.

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Multi-Color Symbols

(cont)

- ➤ **YELLOW: Friendly or enemy chemical or radiological areas and enemy biological.**

- ➤ **GREEN: Friendly or enemy man-made obstacles.**

- ➤ **OTHER: Other colors must be explained in legend.**

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Symbol Components

- A basic and interservice symbol.
- Unit size symbol.
- Unit role indicator symbol.
- Installation role indicator symbol.
- Equipment indicator.
- Aviation symbol.
- Location/content of field surrounding the symbol.

AG

Personnel Support Locations

AG

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Battalion S1 Responsibilities

- ➢ **Coordinate PSS**

- ➢ **Prepare PSS input to CSS plans**

- ➢ **Provide/coordinate records management**

- ➢ **Provide/coordinate correspondence**

- ➢ **Establish battalion personnel policies and procedures**
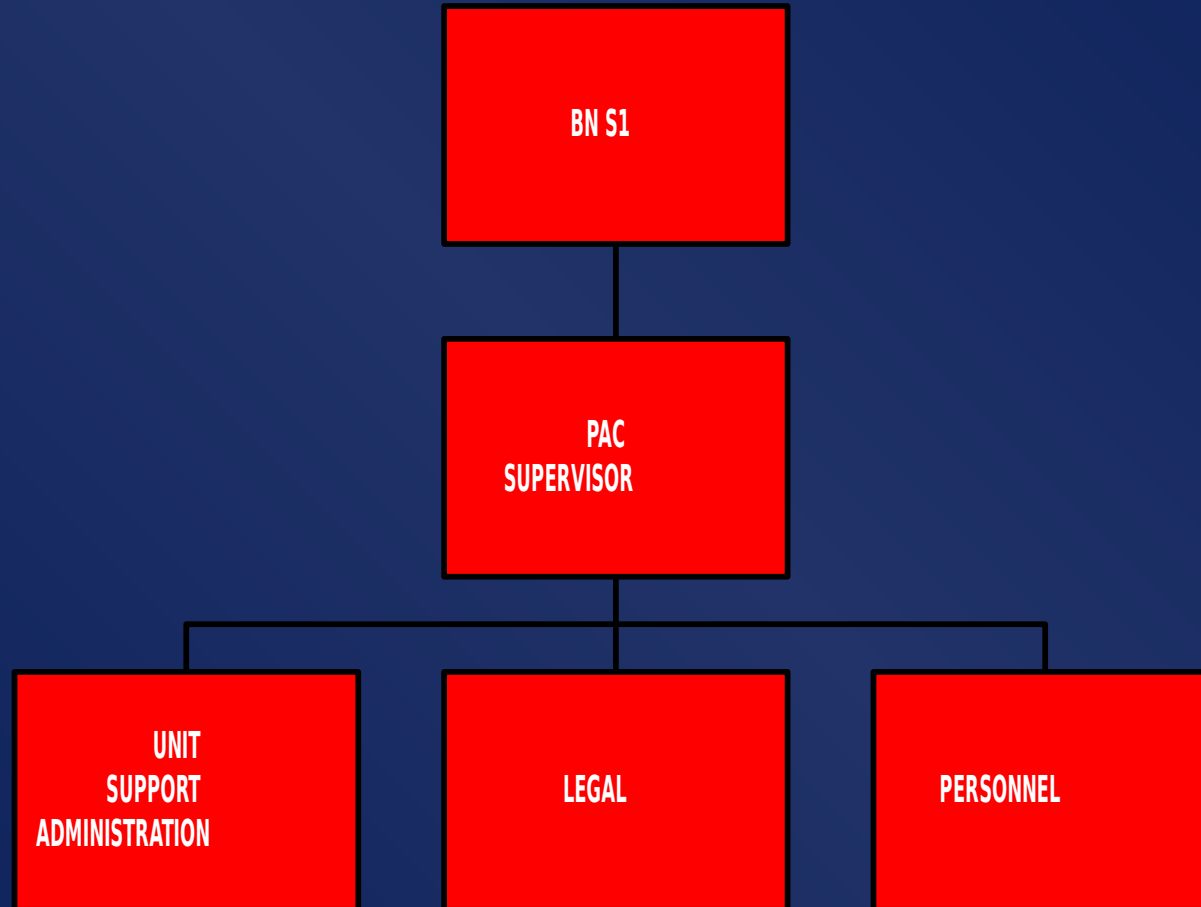
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Battalion S1 Responsibilities (cont)

- ➤ **Direct battalion functions within the critical personnel systems**

- ➤ **Assist commander to influence and evaluate command climate**

- ➤ **Direct/coordinate with agencies to assist in personal problems**
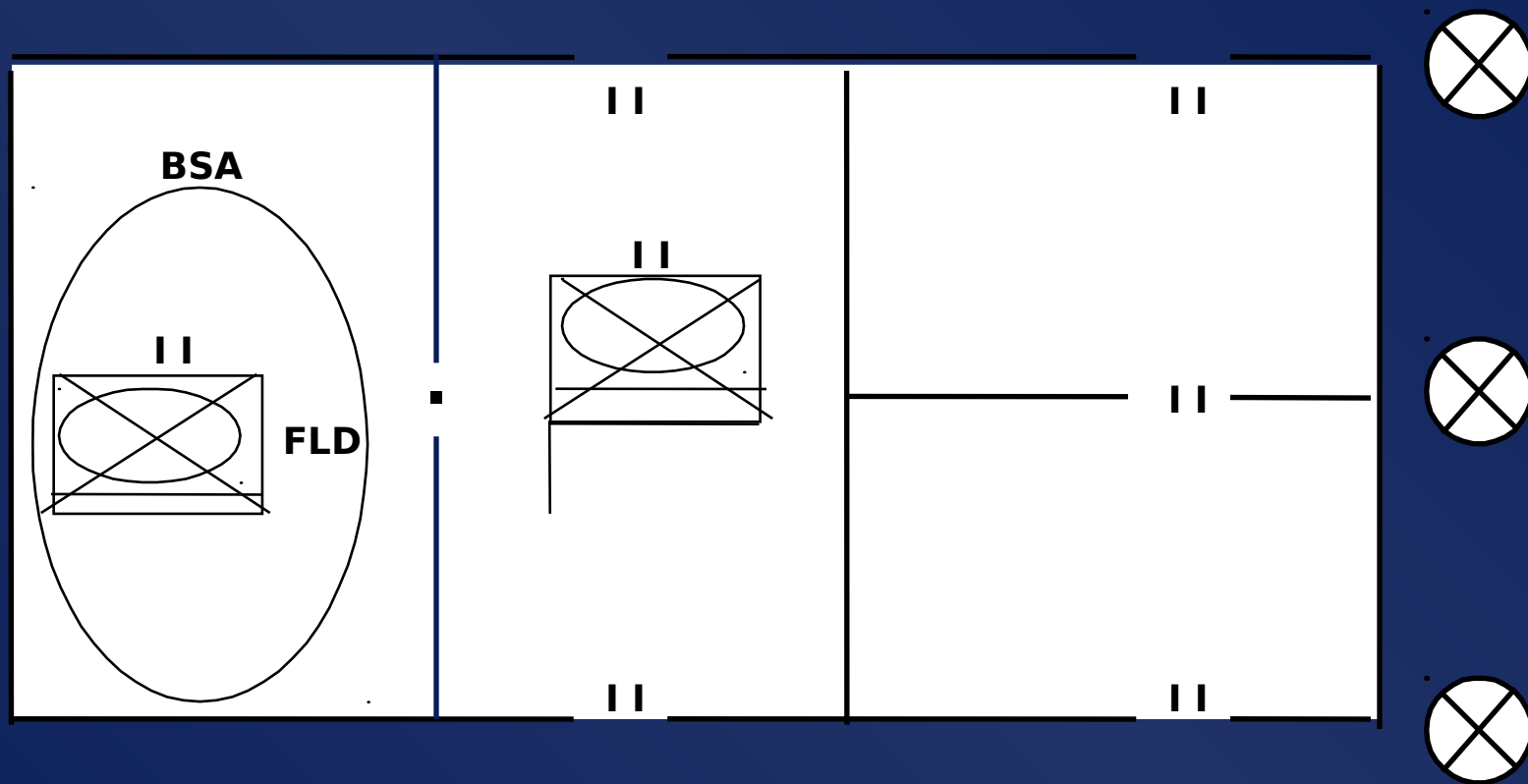
- ➤ **Supervise the S1 section**

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Battalion S1 Organization

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                    ┌──────────────┐
                    │    BN S1     │
                    └──────┬───────┘
                           │
                    ┌──────┴───────┐
                    │     PAC      │
                    │  SUPERVISOR  │
                    └──────┬───────┘
          ┌────────────────┼────────────────┐
  ┌───────┴──────┐  ┌───────┴──────┐  ┌──────┴───────┐
  │    UNIT      │  │              │  │              │
  │   SUPPORT    │  │    LEGAL     │  │  PERSONNEL   │
  │ADMINISTRATION│  │              │  │              │
  └──────────────┘  └──────────────┘  └──────────────┘
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Brigade S1 Responsibilities

- Coordinate personnel management to support tactical plans

- Provide information management for brigade HQ

- Establish personnel policies and procedures

- Direct critical personnel systems

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Brigade S1 Responsibilities

(cont)

- ➢ **Assist commander to influence and evaluate the command climate**

- ➢ **Direct brigade MWR and related programs**

- ➢ **Coordinate with division PMC and corps personnel units**

- ➢ **Coordinate with proper agencies for support in personal problems**

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Division G1 Responsibilities

- Integrate personnel support activities

- Establish personnel policies and procedures

- Assist commander to influence and evaluate the command climate

- Coordinate PSS activities to support the tactical plan

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Division G1 Responsibilities

(cont)

- Direct all personnel systems
- Manage soldier readiness program
- Prepare the personnel estimate
- Recommend replacement allocations and priorities of fill
- Track combat power in personnel terms
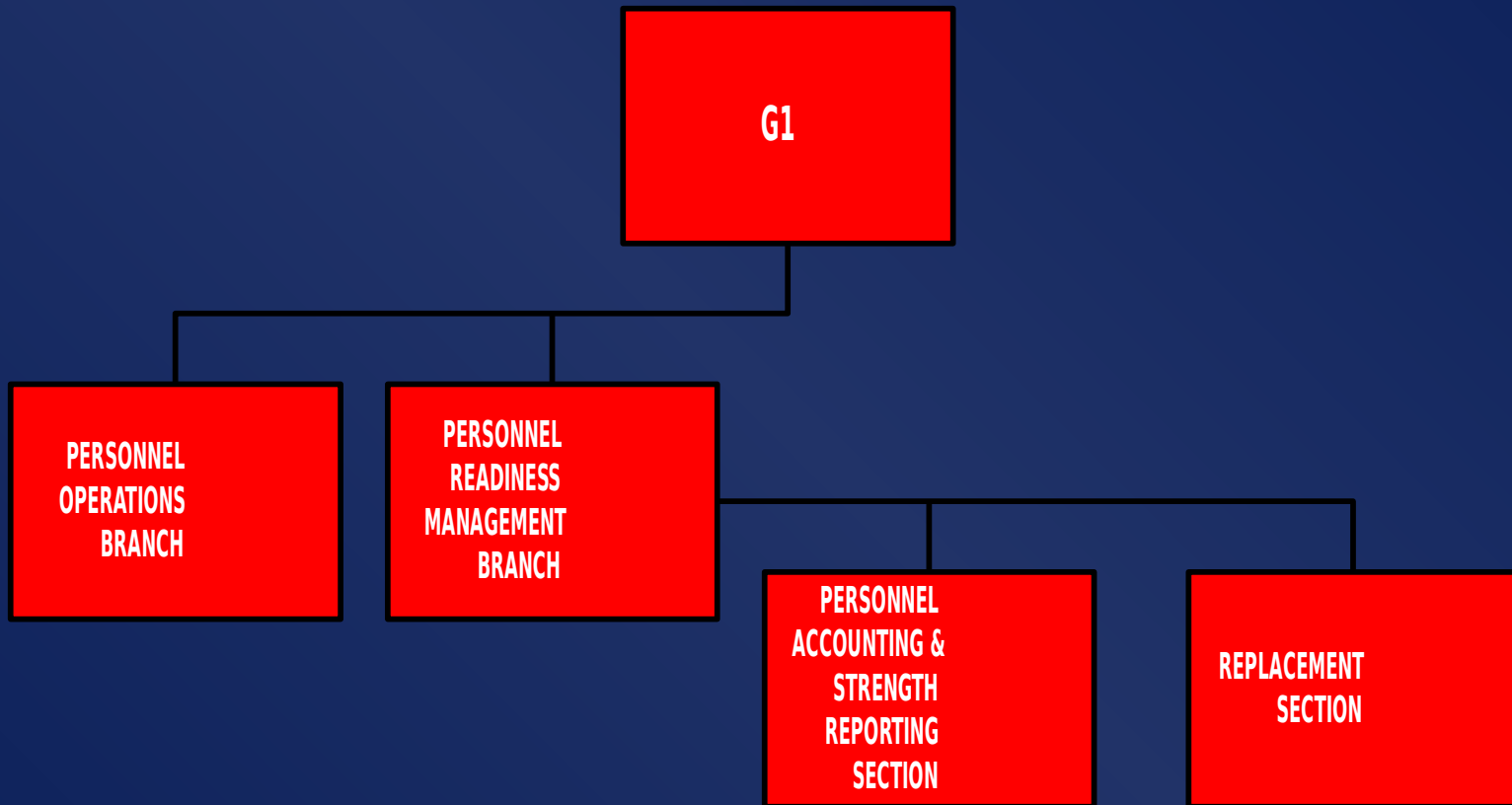- Manage soldier and civilian personnel services

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Division G1 Responsibilities

(cont)

➢ **Coordinate with theater and corps AG and corps personnel units for support**

➢ **Direct MWR, ADAPCP, EO, and Safety programs**

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Corps G1 Responsibilities

- ➢ **Integrate personnel support activities**

- ➢ **Establish general personnel policies and procedures**

- ➢ **Assist commander to influence and evaluate the command climate**

- ➢ **Prepare the personnel estimate**

AG

(cont)

- ➤ **Recommend replacement priorities of fill**

- ➤ **Prepare to act as theater PERSCOM**

- ➤ **Direct MWR and related programs**

- ➤ **Prepare PSS plans to support the tactical plan**

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Corps AG Responsibilities

- Direct all personnel systems
- Collect, summarize, and analyze information for personnel estimate
- Project replacement requirements
- Recommend replacement priorities
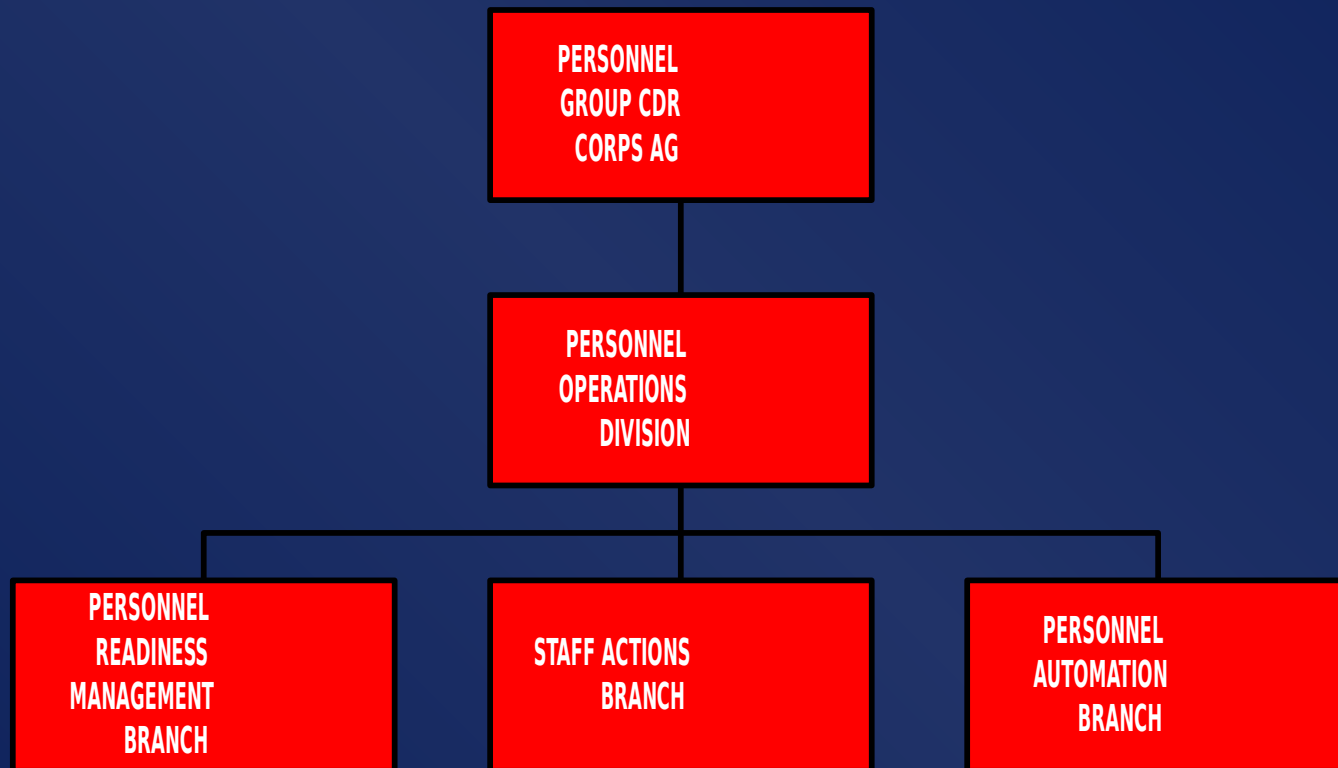- Manage all PSS as required

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Corps AG Responsibilities

(cont)

➢ **Direct postal and replacement management systems**

➢ **Synchronize corps personnel network to support commander's desired end-state**

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Corps AG Organization

```
                    ┌─────────────────┐
                    │   PERSONNEL     │
                    │   GROUP CDR     │
                    │   CORPS AG      │
                    └────────┬────────┘
                             │
                    ┌────────┴────────┐
                    │   PERSONNEL     │
                    │  OPERATIONS     │
                    │   DIVISION      │
                    └────────┬────────┘
                             │
        ┌────────────────────┼────────────────────┐
┌───────┴───────┐   ┌────────┴────────┐   ┌────────┴────────┐
│   PERSONNEL   │   │ STAFF ACTIONS   │   │   PERSONNEL     │
│   READINESS   │   │    BRANCH       │   │  AUTOMATION     │
│  MANAGEMENT   │   │                 │   │    BRANCH       │
│    BRANCH     │   └─────────────────┘   └─────────────────┘
└───────────────┘
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Theater DCSPER Responsibilities

- ➢ **Integrate all theater PSS activities**
- ➢ **Establish personnel policies and procedures**
- ➢ **Assist commander to evaluate the command climate**
- ➢ **Direct MWR and related programs**
- ➢ **Prepare the personnel estimate**

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Theater DCSPER Responsibilities

(cont)

➤ **Recommend replacement priorities to DCSOPS**

➤ **Prepare PSS plans**

➤ **Prepare to function as J1**

➤ **Coordinate preparation of all PSS activity plans**

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Theater AG Responsibilities

- Direct the theater personnel system

- Collect, summarize, and analyze personnel information

- Assist DCSPER to prepare the personnel estimate

- Recommend replacement priorities

- Manage all PSS

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Theater AG Responsibilities

(cont)

➢ **Direct postal and replacement GS activities**

➢ **Command theater personnel command**

➢ **Track the force and project replacement needs**

➢ **Synchronize the theater personnel network**

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Theater PMC Activities

- Oversee and provide guidance to other personnel units

- Synchronize with USTA PERSCOM

- Communicate with theater staff on policy and operations

- Submit and receive personnel information

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Critical AG Wartime Functions

- ➢ **Personnel Readiness Management**

- ➢ **Personnel Accounting and Strength Reporting**

- ➢ **Casualty Operations Management**

- ➢ **Replacement Management**

- ➢ **Personnel Information Management**

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Critical AG Wartime Functions

(cont)

➢ **Postal Operations Management**

➢ **Morale, Welfare, Recreation, and Community Support**

➢ **Essential Personnel Services**

➢ **Personnel Support to Civilians**

AG